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**From:** Tomasko, Michael (MRC)  
**Sent:** Tuesday, November 03, 2009 1:40 PM  
**To:** Hanchett, James (DPH)  
**Subject:** RE: contract update

Jim,

Just got a message that we [union officers ] are meeting with our management on Thursday 11/12, so by than I'll probably have more infor. I don't think our agency will go along with early retirements too many people would leave.

Michael J. Tomasko, LRC

Unit Supervisor

[413] 536-8200

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**From:** Hanchett, James (DPH)  
**Sent:** Tuesday, November 03, 2009 1:31 PM  
**To:** Tomasko, Michael (MRC)  
**Subject:** RE: contract update

Mike,  
Thanks,  
Jim

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**From:** Tomasko, Michael (MRC)  
**Sent:** Tuesday, November 03, 2009 1:13 PM  
**To:** Hanchett, James (DPH)  
**Subject:** FW: contract update

Jim,

FYI from my Union

Michael J. Tomasko, LRC

Unit Supervisor

[413 ] 536-8200

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**From:** Tousignant, Susan (MRC)

**Sent:** Tuesday, November 03, 2009 11:47 AM

**To:** Ed Donnelly; Alexandria Chludenski; Alger, Liisa; Davenport, Paul; Dichard, Matthew; Doherty, Carrie; Ivette Crespo; James, Aja; Mike Nogrady; 'Richard.Hanauer@ssa.gov'; Sonya Alexander; Acker, Jean (MRC); Agboola, John (MRC); Bickford, James (MRC); Chabot, Patricia (MRC); Costello, Judith (MRC); Cuff, Teresa (MRC); Davis, Dawn (MRC); Davis, Paula (MRC); Durham, Corrine (MRC); Fortier, George (MRC); Francis-Smikle, Brynell (MRC); Gates, Richard (MRC); Goldberg, Randi (MRC); Green, Judith (MRC); Griffin, Gail (MRC); Jackson, Stephanie (MRC); Kalfopoulos, Theodora (MRC); Leader, Jamie (MRC); McDonald, Lynne (MRC); Nhancale, Jose (MRC); O'Brien, Daniel (MRC); Rosenberg, Theodore (MRC); Roussos, Michael (MRC); Sadwin, Sharon (MRC); Sarkady, Donald (MRC); Smarse, Diana (MRC); Stier, Deborah (MRC); Sweetser, Cynthia (MRC); Tomasko, Michael (MRC); Tousignant, Henry (MRC); Tousignant, Susan (MRC); Ty-Riebe, Ratana (MRC); Visocchi, Debra (MRC); Williamson, Jane (MRC); Yeung, Teresa (MRC)

**Subject:** contract update

Hello Everyone. Please notify all Local 509 members in your office of the following information:

Yesterday the state and the Local 509 bargaining team met to discuss our unfunded contract. We have come to some agreements which will now be voted on by the membership of the Local. The final version is not quite complete but should be ready within the next week. We will be meeting one more time to finalize all the details and we expect that it will be ready for a vote the last week in November. You will be voting as you do for a contract ratification. (by ballot, at a voting site)

Although not completely final, the contract will include moving the dates for the raises. As you are aware, we were supposed to get a raise in Jan. 2009. That did not happen because the contract was not funded by the legislature. Since we ratified the contract the state revenues has been in a freefall. Essentially the contract would be left the same but the dates in the contract would be pushed ahead.

This contract also includes furloughs. We changed the furlough structure so it would not be the same as the manager's furlough structure. Our members earn less money than the managers so it will reflect that fact. The details are still being worked on because the bottom line is that it needs to save the state 4 million dollars. The furloughs will need to take place this fiscal year. (by June 30, 2010) **The furloughs will include both federally funded and state funded employees.** Although the union argued against federally funded employees being included in the furlough program, the state refused to exclude the federal employees. Our MRC managers were also not excluded from the furloughs over the last several years.

There will be choices for each employee to make in regard to the furloughs. Some choices will include how the money will be deducted from your pay (all at once or spread out over a longer period) and also whether you will not work (no work/no pay) or work the furlough days to earn a comp day to be used later. These final details are still being worked out but will be explained to you before you vote on the contract package. I expect that every MRC office will have a union meeting with a union representative to answer all your questions during the month of November. Either I or a Field Rep from Local 509 will be in contact with the stewards to arrange these meetings. All state unions are currently discussing contracts/furloughs with the state. One other state union has also agreed to put a contract/furlough out for a vote and there may be more in the next weeks as well.

The state is also working on an early retirement package to be offered to employees. It will not be open to all employees and will be restricted in some areas. Details are still not available. The last retirement incentive did not include MRC because we were not experiencing a reduction in force. Local 509 is still waiting for the final details on whether there will be a reduction in force in our state programs. Some agencies have already been notified about layoffs. (for example, an additional 83 at DMH in an agency that has already had over 100) It is unlikely that the furloughs will stop all layoffs but we are hoping to reduce the numbers.

Another issues that was discussed was our health insurance. We are looking for a freeze in our contribution to the health insurance and a freeze in the co-payments.

Local 509 also gave the state a list of cost saving ideas. Included on that list were the use of consultants and the use of retirees at agencies. The state is providing Local 509 with a list of those people within the next few days.

The announcement about the state holidays you have read about in the newspapers and seen on TV was not discussed. The Local is waiting to see the legislation that is filed before deciding what our action will be.

Please check the Local 509 website periodically for updates and I will also send out information as soon as I can.